

**MANAGER'S STATEMENT RELEASED TO RESTORE AND MAINTAIN
PUBLIC CONFIDENCE IN THE WAKE
OF CHIEF DAVID WRAY'S RESIGNATION**

Our ability as an organization to serve the citizens of this community is largely dependent on trust that we are truly acting in the best interests of the community. There are many examples of what can happen in a community in which that bond of trust has been broken. It is with that knowledge and commitment to this community and the City of Greensboro Police Department that I have decided to ask Council to allow me to discuss with you the background and rationale for the actions that my office has taken regarding concerns expressed by officers and others. I deeply regret that we have had to take these actions and while what I am going to share with you is disappointing I feel that I must remind everyone that Chief Wray served this community with distinction for many years.

On June 17th of last year the Police Chief held a press conference in which he described a wide ranging investigation involving multiple agencies. He also stated that he had very recently been given approval to "move on" information which had been developed during the wide ranging investigation regarding Police Officers of the City of Greensboro. On that same day, Chief Wray put Officer James Hinson on administrative leave. In an interview several days later, the Chief made the statement that he would not "connect the dots" for the media regarding the relationship between James Hinson and the press conference statements.

As Deputy City Manager I met with Chief Wray in an effort to understand the issues before us as an organization both before the press conference and after. I discussed many issues that had been brought up in the press regarding the actions of the Special Intelligence Division, the possible existence of a "black book" and the concerns being expressed by several black officers with regard to their belief that they had been unfairly targeted for review and investigation. Based on my meetings with Chief Wray, I was satisfied that the Department was taking appropriate actions given the importance and magnitude of the concerns discussed. I conveyed this to the City Manager, City Council and to members of the community.

Several weeks later I was contacted by additional members of the Police Department--of various rank, gender and race--who described to me their concerns regarding the actions of the department. In addition, I received information from credible representatives of outside law enforcement agencies who also expressed concerns about the activities described above.

I made the decision that the information provided required that I take the extraordinary action of implementing a full review of the issues using staff from the City Attorney's office and support from outside experts in Police administrative and investigative practice.

Because I was in the chain of command I made a conscious effort not to be involved in the review process but made it clear to all involved that the ultimate goal of the review

was to determine the truth regarding the claims and concerns expressed both publicly and privately.

That review produced a report that was delivered to me on December 21, 2005. However, before the report was given to me, grave concerns were expressed to me by individuals interviewed in the process of the development of the report that inappropriate personnel actions might be taken by the Chief. I believed that the most cautious course of action would be to require the Chief to clear any actions with my office. I realized that this action could create controversy and that given the restrictions of the personnel laws I would have to communicate this action in a vacuum of other clarifying information. However, I believed that it would be better to do this than to take precipitous action regarding the Chief of a more serious nature without the benefit of the complete and thorough review of the report. This eased tensions in the department and allowed me the time to completely review the report over the Christmas Holidays.

I returned to the office on Tuesday, January 3rd and met with the team responsible for the creation of the report to review my understanding of it and to insure that I was not drawing inaccurate conclusions regarding the critical facts presented to me in the report. This lasted the majority of the day. I then asked for transcripts of the Chief's interviews and interviews of other critical individuals. I wanted to review in the greatest detail the key information referenced in the report.

After this was complete, I scheduled a meeting with the Chief for Friday afternoon, January 6th to discuss with him the key findings of the report. In accordance with City Personnel policy, I met with the Chief and presented the information, gave him a chance to respond, and detailed the next steps that I intended to take to address the information. These were as follows:

- I would meet with him again on Monday morning at 8:30 AM to place him on administrative leave unless he was able to present information which would place the totality of the report in doubt.
- I would immediately secure his office and computer, in accordance with Police protocol, to insure that any information related to the report which may exist was not disturbed.
- During the administrative leave I would personally interview the key people involved to make absolutely sure that the conclusions of the report were accurate and, based on the outcome of those interviews, I would take final action. These interviews would include Deputy Chief Brady and Captain Lojko who both resigned immediately after their interview with the consultants.

While I never intended or desired to make these actions public at that time, the securing of the office was leaked to the media who requested verification. As a result, I needed to respond. Clearly, the norm from a layperson's perspective would have been to place the Chief on administrative leave Friday afternoon, but I felt that, in fairness to him, he should have the weekend to consider the issues and any further responses. This is in

keeping with City policy and procedure. However, I could not take the risk that information in his office or on his computer might be compromised during this time.

On Saturday, Chief Wray's attorney contacted the City Attorney to discuss the possibility of his resignation and retirement. Our discussions proved fruitless and were concluded.

On Monday morning at approximately 8:20 AM I received a package from his attorney which contained his resignation notice and a copy of the press release the Chief sent out at approximately that time. The Chief's statement leaves too many unanswered questions in the public's mind and I feel compelled to comment.

Upon Chief Wray's resignation, I immediately designated Assistant Chief Tim Bellamy as the acting Chief and gave to him the full authority of the Chief.

At this time I would like to discuss what I believe to be a few key points:

1. I was the leader of the selection committee which picked Chief Wray as our next Police Chief after the resignation of Chief White. I have always fully supported the Chief and am very disappointed with the present situation.
2. I fully support the Chief's decision to implement some form of rotating shifts and contrary to some individuals' concerns that this review was in some way influenced by the desire of the Police Union to change that policy, I want to publicly communicate my continued support of this policy. While I believe that there may be other ways to implement the policy which may have less impact on the officers, I support the concept of rotating shifts.
3. I believe very strongly in the men and women of the Greensboro Police Department and while this has been a difficult and painful process for many it has reinforced my core belief that these officers and the civilians of the department care greatly for each other and for the community they serve. They have proved this in the way that they handled themselves during this review because they told the truth in their belief that the Department and the community deserved it. While some may look at the results of the review and say that something is broken, I will tell you that, on the contrary, the result is that the system works and that we are dedicated to making the changes that are necessary.
4. There is more work to be done reviewing the impact of the past actions of the department relating to the concerns expressed by several officers and I will be working with Acting Chief Bellamy to quickly evaluate these actions and make any corrections needed based on his fair and impartial review of the facts. After this is complete I believe that we can then begin the process of selecting the next Chief.

I am now going to briefly review the key points of the study which City Council has approved for release in accordance with State law. I know that many of the media will

desire more information and I will try to answer your questions to the best of my ability, however there are still limitations regarding the amount of information I can provide. While the actual report created by RMA and staff is rather large, it only represents the summation of the information developed during this process. There is information that I cannot share with you due to personnel law; however, I want to share the following facts as established through this study which were the basis of my actions.

1. Chief Wray failed to properly inform, the City Manager, the City Council, and others within the City administration with a need to know, that Lieutenant James Hinson's possible involvement with subjects of a combined investigation conducted by local, state, and federal law enforcement agencies had been reviewed and determined to be without merit prior to 2005. In addition, Chief Wray misled his superiors by providing information asserting such an investigation was ongoing and that the lead agencies had just approved his ability to "move on" information provided by said investigation at a press conference last summer (June 17, 2005) and never publicly corrected that incorrect assertion. The Chief failed to notify the City Manager at any point that Lt. Hinson had been cleared of any criminal liability in 2003 and cleared by Internal Affairs in 2004. Furthermore, the Chief knew the night before the above-referenced press conference that there was nothing to support a criminal investigation of Hinson related to information produced by the combined investigation. To date, Chief Wray has never informed the City Manager of these facts. During the investigation of Lt. James Hinson, the Guilford County District Attorney requested that any future criminal investigation of Hinson be referred to the State Bureau of Investigation. This request was not communicated to the City Manager.
2. The often discussed "Black Book"—which contained pictures of African American officers, prepared and used in response to victim complaints—was represented as an investigative tool, and the Chief described the *possible* existence of this sort of document to the City Manager, in theory, stating that he was unaware of any actual document that fit the description provided to the media by black police officers. However, when the possible existence of the book became known to the public, Chief Wray instructed a subordinate to hide and secure the book and did not inform his superior of its true existence and actual purpose. This act, and failure to act, caused much inaccurate information and confusion within the Manager's office and among the residents of Greensboro.
3. The Special Intelligence Section or members therein, of the Greensboro Police Department were not operating within the normal chain of command and failed to follow established departmental rules and procedures. While it is now clear that members of his own staff and credible representatives of outside law enforcement agencies communicated concerns about these activities to the Chief, he did not communicate these concerns to the City Manager or take action to correct the situation. The activities of this unit and its continued pursuit of unproven, previously investigated, and unsubstantiated charges against certain African American officers created an atmosphere of fear, distrust, and suspicion, which undermined the department's morale and efficiency.

4. There is also evidence that during conversations with certain persons Chief Wray disclosed information contrary to the Personnel Privacy Act and, may have inappropriately negotiated with the Police Officers' Association.

The actions described above are not consistent with the expectations of the City Manager's Office, City Council or this community.

Before I answer questions I would like to tell you what we are doing immediately to address the issues presented above. The following actions were initiated by Acting Chief Bellamy.

Effective January 9, 2006

- Internal Affairs Division will report directly to Major T. R. Bellamy (Interim Police Chief).
- Special Intelligence Division will be reassigned and report to the Commanding Officer of the Criminal Investigation Division.
- Special Intelligence Division will no longer conduct any type of criminal investigations.
- All criminal investigations of department personnel will be conducted by the Criminal Investigation Division.
- All administrative investigations will be conducted by the Internal Affairs Division or the appropriate division level personnel.
- Assistant Chief A. R. Stevenson will assume command of both Western Operations Bureau and Metropolitan Operations Bureau.

Effective January 11, 2006, Lieutenant James A. Hinson will be returned to duty and his record cleared as is consistent with the investigative reports listed above and the latest report completed this October. On behalf of the City of Greensboro I regret the way in which Lieutenant Hinson's case was handled and wish him success in his continued career with the Greensboro Police Department.

I will be glad to answer your questions at this time.